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Contract Database Metadata Elements

Title: **East Hampton Union Free School District and East Hampton Union Free School District Non Teaching Employees Association (1999)**

Employer Name: **East Hampton Union Free School District**

Union: **East Hampton Union Free School District Non Teaching Employees Association**

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4907_06302001

East Hampton Ufsd And E Hampton
Ufsd Non-Teaching Emp Assn

160
4780

SD
JFN

AGREEMENT
between
E. H. U. F. S. D. N. T. E. A.

AND

**THE EAST HAMPTON UNION FREE
SCHOOL DISTRICT
BOARD OF EDUCATION**

JULY 1, 1999 TO JUNE 30, 2001

Disclaimer:

**This contract has been updated and
retyped for clarification only, combining all signed**

**NYS PUBLIC EMPLOYEE
RELATIONS BOARD
RECEIVED**

SEP 20 2000

Memoranda of Agreements

SECRETOR

TABLE OF CONTENTS

GENERAL		PAGE
1.01	Recognition	1
1.02	No Strike Pledge	1
1.03	Seniority and other Conditions of Work	1
1.04	Procedures for Solving Grievances	1, 2, 3
1.05	Hours of Work; Delayed Opening for Clerical	3
1.06	Miscellaneous Provisions	4
1.07	Training	5
1.08	Agency Fee Deduction	5
COMPENSATION AND RELATED MATTERS		
2.01	Wages	5
2.02	Longevity	6
2.03	Overtime Pay	6
2.04	Night Differential	6
2.05	Annual Increment	6
2.06	Part-Time Salary	7
2.07	Stipends	7
2.08	Salary Credit for Promotion	7
BENEFITS		
3.01	Sick Leave, Separation Agreement, Estate Benefit	7, 8, 9
3.02	Leaves; Personal, Bereavement, Court, Unpaid	9
3.03	Vacations	9
3.04.	Holidays	10
3.05	Health and Dental Insurance	10
3.06	Life Insurance	11
3.08	Disability Insurance	11
3.08	Retirement	11
3.09	Evaluations	12
ATTACHMENTS		
Retirees Health benefit Letter of Agreement		
Sample of Evaluation Form		
Salary Schedule		

1.01 RECOGNITION

- A. The Board of Education recognizes the E.H.U.F.S.D. Non-Teaching Employees' Association, as the sole and exclusive representative of the non-teaching employees of the district for collective negotiations with respect to salaries, wages, hours and other terms and conditions of employment.
- B. The said non-teaching personnel shall consist of all 12 and 10 month and part-time clerical, paraprofessionals, custodial/grounds workers, laundry employees, and computer repair technicians with the exception of confidential employees excluded by PERB. (with the exception of 3.01 B -- Sick Leave Bank, which recognizes the confidential employee's of the district)

1.02 NO STRIKE PLEDGE

- A. The association agrees to comply with the provisions of the Taylor Law prohibiting strikes as said law is now in effect or may hereafter be amended.

1.03 SENIORITY AND OTHER CONDITIONS OF WORK

- A. **Seniority:** Seniority shall be based on total length of continuous service within each job classification in the East Hampton Union Free School District for the purpose of vacation, layoff, and recalls.
- B. **Opening for Jobs:** All openings for positions shall be publicized at least two weeks prior to filling position in the school, and all qualified shall be given opportunity to make application for such positions. Consideration shall be given to seniority of those qualified personnel presently employed over newly appointed employees, provided all qualifications are equal.
- C. **Layoffs:** Layoffs shall be by inverse seniority within each job classification and on a district level.
- D. **Transfers:** If transfer between buildings, job or shifts is necessary, and there are not volunteers, the transferred employee will receive notice of at least two weeks. The President of the Association and the employees' immediate supervisor shall be informed of the transfers.

1.04 PROCEDURES FOR SOLVING GRIEVANCES

- A. In order to maintain a harmonious and cooperative relationship between the administration and employees of the E.H.U.F.S.D., it is hereby declared to be a policy of the E.H.U.F.S.D. administration to provide a means whereby employees of the district may, without coercion, interference, restraint, discriminations or reprisal, request review of grievances pertaining to breaches of agreement.

B. "Grievance" shall mean any claimed violation, misinterpretations, or inequitable application of provisions of this contract. However, such terms shall not include any other matter that is otherwise reviewable pursuant to law or any rule or regulation having the effect of law.

C. Grievance must be initiated within three working days from the time of knowledge of the grievance.

1. **First Step** - The employee orally and informally confers with the immediate supervisor concerning the grievance. If the immediate supervisor cannot resolve the grievance within five days, he so advises the employee and the principal for further action.

2. **Second Step** - If the grievance is not resolved at the first step, the employee should then, within five working days, submit a written statement of the grievance to the building principal for review.

Within five working days from the time the statement of grievance was received, the building principal shall deliver to the employee a written answer to said grievance. Said answer shall include an exact transcript of the grievance, action taken, and response given to the employee. Building principal will consult with immediate supervisor if necessary, and will keep him informed of the action.

3. **Third Step** - If the aggrieved party is not satisfied with response of the building principal, such aggrieved party may submit a copy of the grievance to the superintendent within five working days of the receipt of a response in Step 2.

The Superintendent shall meet with the aggrieved parties and within ten working days deliver a written statement of his position with respect to the grievance.

4. **Fourth Step** - If the grievance is not resolved during Step 3, the aggrieved party and the E.H.U.F.S.D.N.T.E.A., if he so desires, may submit the answers previously received directly to the Board of Education and request review. The answers shall be taken up by the entire board within ten working days following receipt of the request for review. The board will report within then working days in writing, its decision to the aggrieved party and the E.H.U.F.S.D.N.T.E.A., if he so desires.

In the event that the grievance concerns the interpretation of this contract, and is still unresolved after the above steps have been taken, the district, the grievant, or the E.H.U.F.S.D.N.T.E.A., if the grievant so desires, may make a written demand for binding arbitration to PERB in accordance with its rules and procedures. All expenses of the arbitrator shall be equally shared by the parties to this agreement.

D. **General Conditions:** The employee will have the right to have a representative of the Grievance Committee of the E.H.U.F.S.D.N.T.E.A. present during Steps 2, 3 and 4.

The employee must be given at least two days prior notice by the principal if he is requested to attend any meeting in connection with grievance.

All records of data pertaining to a grievance must be kept on file, with copies available to the employee at all stages of the grievance procedure.

Immediate supervisors are:

- a. Maintenance Staff -- Senior Custodial Worker then Facilities Manager
- b. Clerical staff and Paraprofessionals -- Building Principal
- c. Business Office Staff -- School Business Administrator; then Superintendent
- d. Computer Repair Technician -- Coordinator of Technology
- e. Senior Custodial Worker -- Building Principal, Facilities Manager
- f. Senior Groundskeeper -- School Business Administrator; Superintendent

Up to and including Step 3, all records should be kept confidential by all participants. There should be no attempt to publicize or prejudice cases.

1.05 HOURS OF WORK:

- A. **Full Time 12 Month Clerical Personnel** will work 40 hours per week, inclusive of lunch, Monday through Friday, and during school vacations one hour less per day. Also, Summer hours (Monday through Friday; 8:00 a.m.-1:00 p.m. or 9:00 to 2:00 p.m.) are observed for a period from July 1, until the Monday two weeks prior to school opening for students. Each building and district office will have to decide who will work 8:00 a.m. to 1:00 p.m. and 9:00 a.m. to 2:00 p.m.
- B. **District Office Personnel** may be excepted from above at the discretion of the superintendent, and if required to work beyond five (5) hours will be compensated at their hourly rate of pay. Assignments of work shifts shall be done on a fair and equitable basis. Each building and district office can agree to rotate shift assignments. During school vacations, full time 12 month clerical personnel will work one less hour per day.
- C. **Full-Time 10 Month Clerical** will work 40 hours per week inclusive of lunch, Monday through Friday, from September 1 through June 30, during school vacations one (1) hour less per day.
- D. **Delayed Openings/School Closings:** When school is closed due to inclement weather conditions, the following will pertain to all Clerical Staff:
 1. There will be two (2) Emergency Closing Fan-out Lists. You will get the first call early in the morning stating that there is a delayed opening or that school is closed for faculty and students. Call next person in the chain from your building-wide list.
 2. At the discretion of the Superintendent, if weather conditions do not improve, you will get a second call between 8:00 and 8:30 a.m. canceling the entire day for clericals with no charge to personal leave.
 3. If you do not get a second call by 8:30 a.m., you are expected to report to work by 10:00 a.m. If you do not get a second call, and choose not to come in, notify District Office of your decision -- a personal day will be charged to your sick days.

- E. **Custodians:** Full time custodial personnel will work a 40 hour shift per week, Monday through Saturday noon, as assigned by the building principal or superintendent. Any custodial personnel hired after 7/1/95 will work 40 hours per week Monday through Saturday 10:00 p.m. as assigned by the building principal or superintendent. Custodial personnel will be given consecutive day and one half or two days off following a 40 hour shift.
- F. **Paraprofessionals:** Full time paraprofessionals will work 183 days, per school year calendar, 7 hours per day, inclusive of lunch.
- G. **Computer Repair Technician:** Full time Computer Repair Technician will work 183 days, per school year calendar, seven (7) hours per day, inclusive of lunch.
- H. **Attendance:**

It is understood that the following clarification is for extenuating circumstances where an employee becomes sick and must leave work, or due to a family illness where the employee has to leave work to attend to that family member.

1. Employees who come to work and have worked at least two hours toward the work day will be charged with half a sick day. If an employee does not meet the minimal two hour requirement, the employee will be charged with a full sick day;
2. Employees who have worked a five hour work day, exclusive of lunch, will be entitled to a full day's pay. However, if an employee does not meet the minimal five hour requirement (exclusive of lunch), the employee will be charged with a half sick day;
3. If an employee's records indicate that they do not have any sick days in reserve, then that employee may be granted an extension of sick time at the discretion of the Superintendent and/or Board of Education. The employee also has the option to apply to the Sick Bank for any sick time needed to be reviewed by the Sick Bank Committee as per terms of this contract.
4. If a questionable attendance pattern arises, the district reserves the right to review employee's records and act accordingly.

1.06 MISCELLANEOUS PROVISIONS:

- A. The board agrees to reproduce sufficient copies of this agreement to be distributed to all such non-teaching personnel as defined herein:
- B. The board agrees that no existing written policy affecting terms and conditions of employment will be changed except on appropriate negotiations with the Association.
- C. In the event any provision of this agreement is in conflict with any law of statute now or hereafter in effect, the law or statute will prevail, but the balance of the contract shall remain in full force and effect.

D. Negotiation procedure:

1. The E.H.U.F.S.D.N.T.E.A. agrees to submit its proposed terms and conditions of employment to be negotiated for the 2001-2002 no later than the first week in February, 2001.
2. After submission of the proposed items to be negotiated, the district and the Negotiating Committee agree to meet regularly to present relevant data on points of view, and shall make proposals and counterproposals.

E. The association president will be notified of all new hires, leaves and terminations.

1.07 TRAINING:

An employee, when engaged in training at the request of the board of education, will be reimbursed by the district for tuition and expenses incurred as a result of this training.

1.08 AGENCY FEE DEDUCTION:

Effective the second teacher pay period of each school year, the East Hampton U.F.S.D. shall deduct from the salary of employees in the bargaining unit who are not members of the E.H.U.F.S.D.N.T.E.A. and shall transmit the sum so deducted to the East Hampton U.F.S.D.N.T.E.A., in accordance with Chapters 677 and 678 of the Laws of 1977 of the State of New York. The East Hampton U.F.S.D.N.T.E.A. affirms that it has adopted such procedure for refund of agency shop fee deduction as required in Section 3 of Chapters 677 and 678 of the Laws of 1977 of the State of New York.

(The agency shop fee deduction shall be made following the same procedures as applicable for dues check-off, except as otherwise mandated by law or this Article of the Agreement.)

2.01 WAGES: (Attached Salary Schedule reflects \$7,000 for 1999/2000 and 2000/2001

Effective July 1, 1998 -- June 30, 2001

The salary of non-teaching employees covered by this agreement for the period from July 1, 1998 through June 30, 2001, shall be increased 2% on the 1998/99 schedule; 2% on the 1999/2000 schedule, and 2% on the 2000/2001 schedule.

A. During the 1999/2000 Contract year the District will contribute \$10,000 to be used as follows:

*Effective July 1, 1999, the EHUFSDNTEA will move to four (4) anniversary dates for salary purposes only. Three thousand (\$3,000) of the \$10,000 will be used to defray cost of implementing this system; \$7,000 will be divided equally among all NTEA members, reflected in attached revised salary schedule.

*Step movement shall apply only to those eligible to receive a Step.

1. Anyone hired between July 1 and September 30 will receive an increment and Step on July 1.

2. Anyone hired between October 1 and December 31 will receive an increment on July 1, and a Step on October 1.
3. Anyone hired between January 1 and March 31 will receive increment on July 1, and Step on January 1.
4. Anyone hired between April 1 and June 30 will receive increment on July 1, and Step on April 1.

B. During the 2000/2001 Contract Year, the District will contribute \$10,000 to be distributed as follows:

*Effective July 1, 2000, the EHUFSDNTEA will move to two (2) anniversary dates for salary purposes only. Three thousand (3,000) of the \$10,000 will be used to defray cost to implement this system; remaining \$7,000 will be split equally among all NTEA employees.

1. Anyone hired between July 1 and December 31 will receive increment and Step on July 1.
2. Anyone hired between January 1 and June 30 will receive increment on July 1 and Step on January 1.

Clarification: All vacation days and seniority status shall remain in full force and affect. Vacation time and seniority are determined by actual hiring dates.

2.02 LONGEVITY INCREMENTS:

Longevity Included in attached salary schedules.

Step 16	16-23 years of service	\$ 750
Step 17	24+ year of service	\$1,500

2.03 OVERTIME PAY:

All personnel will be paid straight time for up to eight (8) hours a day, 40 hours per week, and time and one half for over eight (8) hours a day, and 40 hours per week. Double time will be paid for hours worked on paid holiday's and Sunday. If an employee who was not regularly scheduled to work is called in to work, that employee shall be guaranteed at least two (2) hours overtime pay.

2.04 NIGHT DIFFERENTIAL:

Personnel on regularly assigned shifts between the hours of 6:00 p.m. and 6:00 a.m. shall be paid an additional 5% of their base pay. Any personnel hired after 7/1/95 on regular assigned shifts between the hours of 10:00 p.m. and 6:00 a.m. shall be paid an additional 5% of their base pay.

2:05 ANNUAL INCREMENT:

Annual increments for full and part-time employees are automatic except that by action of the board any such increment may be withheld for unsatisfactory performance.

2:06 PART-TIME SALARY:

A part-time employee who becomes a full time employee will receive prorated salary credit based upon years of service and number of hours worked.

Part-Time employee's salary shall be prorated based upon the number of hours worked as compared to those of a full time employee on the same step.

2:07 STIPENDS:

- ✓ Senior Grounds Worker receives a stipend based on salary at an index of 1.15
- ✓ Senior Custodian E.S. receives a stipend based on salary at an index of 1.15
- ✓ Senior Custodian M.S. receives a stipend based on salary at an index of 1.25
- ✓ Senior Custodian H.S. receives a stipend based on salary at an index of 1.35

A. Upon the incumbents, as of July 1, 1995, vacating these positions, the stipends will be:

- | | |
|-------------------------|----------|
| ✓ Senior Grounds Worker | \$ 4,000 |
| ✓ Senior Custodian E.S. | \$ 7,000 |
| ✓ Senior Custodian M.S. | \$ 7,000 |
| ✓ Senior Custodian H.S. | \$10,000 |

2.08 SALARY CREDIT FOR PROMOTION:

A. When an employee moves upwards from one title to another (i.e. paraprofessional to clerical), the employee shall receive at least one step credit for every two years of service in the district.

3.01 SICK LEAVE:

- A. **12 Month Employees:** Sick leave of 15 days at full pay is automatic for 12 month employees with unused sick days of not more than 10 days per year being cumulative to a maximum of 185 days. Extension of sick leave may be granted at the discretion of Board of Education.
- B. **Paraprofessionals/School Year Employees:** Sick leave of 10 days at full pay is automatic for school year employees with unused sick days of not more than 7 days per year being cumulative to a maximum of 140 days.
- C. **10 Month Clerical:** Sick leave of 12.5 days per year is automatic for 10 month clerical employees with unused sick days of not more than 8 days per year being cumulative to a maximum of 137.5 days.

Extension of sick leave may be granted at the discretion of the Board of Education.

- D. **Sick Leave Bank** --A sick leave bank, to be used in cases of absences due to serious illness, serious accident or serious disability, (including confidential employees; see 1.01 B) will be established as follows:

The Sick leave bank shall be funded by voluntary contributions by participating members. Each member who wishes to participate will contribute two (2) of his/her sick days to the bank. Members wishing to participate shall indicate their intent in writing on a form supplied by the District. Forms must be filed in the District Office not later than the first.

Monday of October, or within their (30) days of employment, if a member is hired after the commencement of the school year.

2. Once the number of days in the bank reaches 150, members of the bank will not be required to contribute further. However, should the bank deplete to below 100 days, then in order to remain a member of the bank, each member must donate one (1) additional sick day, upon the request of the Sick Bank Committee. Any member failing to provide days to the sick bank shall forfeit membership in the bank, along with all previously donated sick days. Those people who have exhausted their sick leave allotment are exempt from the replenishment requirement for that school year.
3. The sick leave bank shall be administered by a committee of five (5) members, three (3) members appointed by the President of the NTEA, and two (2) members appointed by the Superintendent. The committee will determine which sick leave bank members shall receive bank days and will administer the bank as outlined below. Any changes in the guidelines must be approved by a unanimous (5-1) vote of the committee.
 - a. For use of bank days, an absence is defined as an involuntary leave from work due to serious illness or serious non-work related accident or disability.
 - b. Members must have exhausted all of the regular paid sick leave allotment, including their accumulated sick leave, in order to use the bank.
 - c. No benefits of the sick leave bank may be used by a member on unpaid leave or after leaving the district.
 - d. Members who use the bank are expected to return to work upon recovery from their illness or disability.
 - e. The consecutive days of the sick leave bank used by any one individual shall not exceed six (60) working days in a given school calendar year. At its discretion, the committee may grant more than the maximum of sixty (60) days.
 - f. Application will be considered by the committee in the order in which they are filed.
 - g. Upon request, members using sick leave bank days must submit verification of their medical condition by attending physician(s). The district and/or the Association reserves the right to second opinions.
 - h. For each new serious illness or non-work related accident or disability, the above conditions may be met.
 - i. Upon returning to service for the District, each sick leave bank user is obligated to repay those days received in the following manner:
 1. The number of days to be repaid yearly shall be one-tenth (1/10th) of the total sick leave bank days used, not to exceed five (5) per year.
 2. There is a maximum pay back of thirty-five (35) days per career.
 3. Members who qualify and wish to apply for sick leave bank days, may obtain application forms from their respective building offices.

Separation Agreement:

Upon leaving the district an employee shall receive one (1) day pay for every two (2) days of unused sick leave accumulated while he/she was employed by the district. The maximum number of accumulated days possible for 12 month employees will be 200 (maximum reimbursable 100 days), and for 10 month employees will be 150 (maximum reimbursable 75 days), and 10 month clerical employees will be 150 (maximum reimbursable 75). An employee qualifies for this clause with a minimum of 10 years credit in district.)

Estate Benefit:

In the event of the death of an Association member while in the employ of the district, the member's estate will be paid the separation agreement.

3.02 LEAVES:

- A. **Personal Leave:** Personal leave for personal business, or family illness may be granted by the director and/or building principal with the approval of the superintendent of schools and charged to sick leave. It is understood that the purpose of personal days is to be of a non-recreational/non-social nature, and that the use of these days will be charged to sick leave.

Family illness applies to the immediate family in the household of an employee and shall be construed to mean any illness which the family physician considers to be of such a nature as to require the employee's presence at home.

- A. **Bereavement Leave:** Up to five days for death in the immediate family; (employee's spouse, children, father, mother, father-in-law, mother-in-law, brother and sister) will be granted. Special circumstances shall be reviewed by the Superintendent. These days will not be charged to sick leave.
- B. **Court Appearance:** Leave for jury duty or subpoenaed court appearances will not be charged against sick leave. Excluded are court appearances, appearances before labor administrative body or arbitrator, as the result of any action against the school district.
- C. **Unpaid Leaves:** Employees may be eligible to request a leave of absence of up to one full year without pay. All leaves will be granted at the discretion of the Board. Upon granting of such leave of absence, the employee shall continue to receive all insurance coverage for the period of the leave. When the employee returns to the district in accordance to the leave of absence, such employee shall retain seniority and sick leave accrued as of the commencement of the leave. Employee who are granted a leave of absence for other employment shall not receive insurance coverage while on such leave.

3.03 VACATIONS:

- A. **12 Month Employees --** Full time 12 month clerical personnel and maintenance employees shall be entitled to two weeks of paid vacation annually at the convenience of the district during the first five years of employment; to three weeks paid vacation during the next seven years, and to four weeks paid vacation thereafter.

In the first year of employment, office and maintenance employees shall be entitled to one day paid vacation, after July 1, for each month of employment prior to July 1. Vacations may be taken anytime during the school year when convenient for the district and at the request of the employee.

- B. **10 Month Clerical** -- Full time 10 month clerical personnel and maintenance employees shall receive 5/6 of the foregoing vacation entitlement.

3.04 HOLIDAYS:

- A. All 12 month full time employees shall receive the following paid holidays provided school is not in session:

Independence Day	Labor Day
Columbus Day	Veterans Day
Thanksgiving Day	Day After Thanksgiving
Christmas Day	New Years Day
Martin Luther King's Birthday	
Washington's Birthday	Good Friday
Memorial Day	1 floating holiday

** Rosh Hashanah and Yom Kippur will be paid holidays to all NTEA members if school is closed in observance of these days.*

All 12 month full time employees are guaranteed 13 fully paid holidays. Additional days(s), if necessary, will be determined by the superintendent after consultation with the Liaison Committee.

All Ten month full time employees shall receive all of the enumerated holidays which occur between September 1 and June 30.

Paraprofessionals receive six paid holidays per year, included in salary schedule, divided equally in all paychecks.

3.05 HEALTH AND DENTAL INSURANCE: (It is understood that any and all changes will have to be agreed upon by all involved bargaining units.)

- A. The school district shall keep in force group health and dental insurance policies, covering home and office visits; hospitalization, surgical, major medical benefits for employees and their dependents on an annual basis with the exception of seasonal employees working less than six (s) months and employees whose regularly schedules work week is less than 20 hours.
- B. The district shall fund 95% of the premium and the employees shall contribute 5% of the premium. Surplus contribution, if any, shall remain in the reserve fund. The contribution will be based on a per member basis.

- C. The District's Insurance committee, consisting of the Superintendent, the District's Business Manager and one representative from each of the following groups: the EHTA, the NTEA, the Administrators' Association, the Retired Teachers Associations and the Board of Education will meet at least quarterly to review the plan and consider adjustments.
- D. If at the expiration of this contract, a new contract has not been agreed upon, the District shall continue to fund the Health Insurance Plan contributing 95% of the premium.
- E. The School District shall provide a health insurance policy to retirees and shall be responsible for paying 50% of the premium for individual coverage or 35% of the premium for dependent coverage. The school district's election to pay any greater amount shall not obligate it to continue to make contributions in excess of the percentages set forth herein. Upon reaching the age of eligibility, the health benefit of the District's plan shall be secondary to Medicare coverage and coordinate with Medicare coverage. The District shall enter into individual contracts with retirees to effectuate the terms of this provision. **RETIREES HEALTH BENEFIT LETTER OF AGREEMENT** (see attachments).
- F. Should the health insurance plan become under funded in the last year of this contract or in the extension of this contract, either party has the right to reopen Section 3.01B to negotiate additional funding for the insurance plan. The President of the EHUFSDNTEA and the Superintendent shall designate representatives to assume the responsibilities of these negotiations. Superintendent shall designate representatives to assume the responsibilities of these negotiations.
- G. The School district shall keep in force noncontributory dental insurance for employees and their dependents.

3.06 LIFE INSURANCE:

The district shall purchase life insurance covering each employee, spouse, and dependents in the sum of \$10,000 for employee, \$2,000 for spouse, and \$1,000 for each dependent.

3.07 DISABILITY INSURANCE:

Employees shall be enrolled in the New York State Disability Insurance Plan. Employee shall be required to pay the maximum contribution permitted by Law. The district will pay the balance of the premium for the benefit (62.40 annually for each female employee and \$15.00 annually for each male employee.)

In the event the net cost to the district maximizing employee contributions increases by more than 100%, the district may discontinue the benefit. However, when the net cost increases by 75%, the district and the union shall meet to negotiate a new disability plan which is mutually agreeable, to be put in place before the State Insurance Plan terminates.

3.08 RETIREMENT:

Eligible employees will be provided with retirement plans 75-I and 41-J.

3.09 EVALUATIONS: (see attached sample)

- A. All members of the NTEA will receive at least one formal written evaluation each year. This evaluation should be completed no later than June 15. Employee's have the right to review the evaluation in privacy, and to request a meeting with evaluator. (Employee's may request to have Liaison Representation at meeting.)
- B. The original evaluation -- signed by the evaluator and employee -- shall be placed in employee's personnel file at the District Office. A copy will be provided to the employee.
- C. NTEA Employees' will be evaluated by the following Supervisors:
1. Paraprofessionals: by Building Principal or Director of assigned Department
 2. Custodians: by Building Principal
 - Grounds Workers: by Athletic Director
 3. Head Custodians by Building Principal
 4. Head Grounds by Athletic Director
 5. Clericals: by Building Principal or immediate Administrative Supervisor
 6. Computer Repair Technicians: by Director of Technology

IN WITNESS WHEREOF, the parties hereto have set their hands and seals to this agreement.

Barry Nathan Collum
For East Hampton U.F.S.D.N.T.E.A.

March 7, 2000
Date

Ubrah A. Mansur
For Board of Education, E.H.U.F.S.D.N.T.E.A.

March 15, 2000
Date

EAST HAMPTON UNION FREE SCHOOL DISTRICT
East Hampton, New York

AGREEMENT
(Appendix I)

This is an agreement by and between the EAST HAMPTON UNION FREE SCHOOL DISTRICT and _____, a retired employee of the School District.

In consideration of the services rendered by _____, as an employee and upon the event of his/her retirement, the EAST HAMPTON UNION FREE SCHOOL DISTRICT agrees that it shall provide health insurance benefits pursuant to Section 3.05 of the Collective Bargaining Agreement between the parties, as more fully set forth herein unless and until such obligation is modified by any subsequent collective bargaining agreement between the School district and the East Hampton Non-teaching Employee's Association.

It is understood by the parties, that the health benefits provided to retirees shall be at the same level of health benefits in effect for employees who are in active service for the School District pursuant to the applicable collective bargaining agreement in effect at the time that the health benefits are provided. "Health benefits" means the benefits provided under the health plan, and not obligated to make pursuant to this agreement is 50% of the premium for individual benefits or 355 of the premium for dependent benefits. The School District's election to pay any greater amount shall not obligate it to continue to make contributions in excess of the percentages set forth herein.

It is further understood that _____, upon reaching the age of eligibility for Medicare, the benefits of the District's plan shall be secondary to Medicare coverage and coordinated with Medicare.

By signature which appears below, the School District acknowledges that this agreement has been adopted by a formal resolution of the Board of Education of the School District at a duly constituted meeting.

Dated: _____, NY

Dated: East Hampton, NY

Employee/Retiree
Board of Education of the East Hampton
Union Free School District

By _____
Signature

Title

EAST HAMPTON NON-TEACHING EMPLOYEE ASSOCIATION
2000 - 2001 SALARY SCHEDULE

STEP	YEARS	INDEX	GROUND/ST. CUST.WKR.	LAUNDRY WORKER	12 MONTH CLK. TYP.	10 MONTH CLK. TYP.	12 MONTH SEN. CLK.	OFF.APP.SP./ PRIN.CLK./ ACCT.CLK.	HEAD CLK./ SEN.AC.CLK.	ADM.ASST./ PR.AC.CLK.	COMPUTER TECH.	PARAPROF. + 6 HDYS.
1	0	1.00	28,326	18,071	24,261	20,627	25,539	27,809	29,121	30,567	32,775	15,914
2	1	1.05	29,733	18,965	25,465	21,649	26,807	29,190	30,567	32,086	34,405	16,700
3	2	1.10	31,139	19,859	26,669	22,670	28,074	30,571	32,014	33,605	36,034	17,486
4	3	1.15	32,546	20,754	27,872	23,692	29,341	31,952	33,460	35,124	37,663	18,273
5	4	1.20	33,953	21,648	29,076	24,714	30,609	33,333	34,907	36,642	39,293	19,059
6	5	1.25	35,360	22,542	30,279	25,736	31,876	34,714	36,353	38,161	40,922	19,845
7	6	1.30	36,767	23,436	31,483	26,758	33,144	36,095	37,800	39,680	42,551	20,631
8	7	1.35	38,173	24,330	32,686	27,780	34,411	37,476	39,246	41,199	44,180	21,417
9	8	1.40	39,580	25,224	33,890	28,801	35,679	38,857	40,693	42,718	45,810	22,203
10	9	1.45	40,987	26,118	35,093	29,823	36,946	40,238	42,139	44,237	47,439	22,990
11	10	1.50	42,394	27,012	36,297	30,845	38,214	41,618	43,586	45,756	49,068	23,776
12	11	1.55	43,800	27,906	37,501	31,867	39,481	42,999	45,032	47,274	50,697	24,562
13	12	1.60	45,207	28,800	38,704	32,889	40,749	44,380	46,479	48,793	52,327	25,348
14	13	1.65	46,614	29,694	39,908	33,911	42,016	45,761	47,926	50,312	53,956	26,134
15	14-18	1.70	48,021	30,588	41,111	34,932	43,283	47,142	49,372	51,831	55,585	26,921
16	19-23	+\$750	48,771	31,338	41,861	35,682	44,033	47,892	50,122	52,581	56,335	27,671
17	24+	+\$1500	49,521	32,088	42,611	36,432	44,783	48,642	50,872	53,331	57,085	28,421

NO ONE MAY MOVE MORE THAN ONE VERTICAL STEP PER YEAR

EAST HAMPTON NON-TEACHING EMPLOYEE ASSOCIATION
1999 - 2000 SALARY SCHEDULE

STBP	YEARS	INDEX	GROUND/ CUST.WKR.	LAUNDRY WORKER	12 MONTH CLK. TYP.	10 MONTH CLK. TYP.	12 MONTH SEN. CLK.	OFF.APP.SP./ PRIN.CLK./ ACCT.CLK.	HEAD CLK./ SEN.AC.CLK.	ADM.ASST./ PR.AC.CLK.	COMPUTER TECH.	PARAPROP. + 6 HDYS.
1	0	1.00	27,678	17,625	23,693	20,130	24,946	27,171	28,457	29,875	32,041	15,510
2	1	1.05	29,057	18,501	24,873	21,132	26,189	28,525	29,876	31,365	33,638	16,280
3	2	1.10	30,437	19,378	26,053	22,134	27,431	29,879	31,294	32,854	35,235	17,051
4	3	1.15	31,816	20,254	27,233	23,135	28,674	31,233	32,712	34,343	36,832	17,822
5	4	1.20	33,195	21,131	28,413	24,137	29,916	32,587	34,130	35,832	38,430	18,593
6	5	1.25	34,574	22,007	29,593	25,139	31,159	33,941	35,548	37,321	40,027	19,364
7	6	1.30	35,953	22,884	30,773	26,141	32,402	35,295	36,966	38,810	41,624	20,134
8	7	1.35	37,333	23,760	31,953	27,143	33,644	36,649	38,385	40,299	43,222	20,905
9	8	1.40	38,712	24,637	33,133	28,144	34,887	38,002	39,803	41,788	44,819	21,676
10	9	1.45	40,091	25,514	34,313	29,146	36,129	39,356	41,221	43,277	46,416	22,447
11	10	1.50	41,470	26,390	35,493	30,148	37,372	40,710	42,639	44,766	48,014	23,217
12	11	1.55	42,849	27,267	36,673	31,150	38,615	42,064	44,057	46,255	49,611	23,988
13	12	1.60	44,229	28,143	37,853	32,152	39,857	43,418	45,475	47,744	51,208	24,759
14	13	1.65	45,608	29,020	39,033	33,153	41,100	44,772	46,894	49,233	52,806	25,530
15	14-18	1.70	46,987	29,896	40,213	34,155	42,342	46,126	48,312	50,722	54,403	26,301
16	19-23	+\$750	47,737	30,646	40,963	34,905	43,092	46,876	49,062	51,472	55,153	27,051
17	24+	+\$1500	48,487	31,396	41,713	35,655	43,842	47,626	49,812	52,222	55,903	27,801

NO ONE MAY MOVE MORE THAN ONE VERTICAL STEP PER YEAR